**MJSP Funded Projects**

**June 15, 2020**

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Winona State University | Mayo Clinic Rochester | $49,980 | Short Form |
| This project is a collaboration between Winona State University (WSU) and Mayo Clinic in Rochester to develop an accredited training program for Registered Nurses (RNs) in Wound, Ostomy, and Continence (WOC) nursing. The Mayo Clinic has an immediate need for WOC RNs. Curriculum will be developed in coordination with WSU and Mayo Clinic subject matter experts. The training, for RNs with a minimum of a baccalaureate degree, will consist of online training in the areas Wound, Ostomy, Continence and Professional Practice; plus clinical experiences conducted at Mayo Clinic or other local clinical partners. The on-line training will allow working nurses to complete the coursework as it fits their schedules. The first Professional Practice offering is expected to take placed during the fall of 2020, with other courses being offered through 2021. Once implemented, the WSU Department of Nursing will work on getting curriculum approved for graduate credit and accreditation through the Wound, Ostomy & Continence Nurse Society. A total of 20 Mayo Clinic RNs will complete the training that can be completed in under one year. Once completed, students will be eligible to sit for the WOC Certification exam. There are currently only six WOC Certified training programs in the U.S. with only one delivering the didactic (classroom) curriculum online. By developing this curriculum and becoming accredited through the WOC Nurse Society, Winona State University would become an innovative solution to the workforce needs throughout the country.  Contact: Linda Kingston, Winona State University, 507-457-5138 | | | |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Finishing Trades Institute Upper Midwest | Lakehead Constructors, Fransen Decorating, Sorenson Painting & Decorating, Steinbrecher Painting | $49,760 | Short Form |
| This project involves a consortium of four Greater Minnesota companies who offer a full range of commercial, industrial and specialty painting services (Sorensen Painting and Decorating, Rochester; Fransen Decorating, Milaca; Steinbrecher Painting, Princeton; and Lakehead Constructors, Virginia). All employees are represented by the International Union of Painters and Allied Trades DC 82 AFLCIO. Advancements in paint and coatings now require the use of a wide range of safe and environmentally friendly technology including a new state-of-the-art Plural Component Sprayer. In partnership with the Union and Finishing Trades Institute of the Upper Midwest (FTIUM), a Plural Component Sprayer training program will be created and delivered to 40 Apprentices and 60 Journeypersons. Forty-two hours of classroom training and hands-on exercises utilizing the Minnesota manufactured and state-of-the-art, Graco PCS XP50, includes Intro to PCS, High Solids Coating Lab, Journeyperson PCS XP50, Apprenticeship PCS XP50 and Certified Coating Applicator. All participants will be provided hourly based Certificates of Competency and 20 trainees will receive industry-recognized certification as Certified Coating Applicators. Training will enhance Apprentice proficiency and Journeyperson skills and assist the companies in the long-term retention of their workforce base. FTIUM will obtain the Graco PCS XP50 system and curriculum that will become part of standard Apprenticeship courses and Journeyperson continuing educational offerings.  Contact: Patrick Rome, Finishing Trades Institute Upper Midwest, 612-703-1517 | | | |

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| MN State College Southeast | Intek Plastics | $41,579 | Short Form |
| This project is a collaboration between MN State College Southeast (MSCS) and Intek Plastics, a Red Wing based company that supplies engineered thermoplastic extrusions, fabricated sub-assemblies and value-added services to OEMs requiring high-performance, custom plastic solutions. Intek Plastics, with its present 220 employees, is projecting a year of growth and plans to hire at least 35 new Plastic Extrusion Operators in the next 18 months. With this expansion comes training challenges. Partnering with MSCS will provide the opportunity to offer customized training focusing on three components within the company: Operations, Maintenance, and Value Stream Teams. A total of 71 employees (35 new) will complete training that includes Extruder Operation and Control training, Electrical Safety, Building Effective Teams, Communication Skills for Professionals, Creative Problem Solving and Critical Thinking for Professionals, and Emotional Intelligence. This training partnership will enhance Intek’s existing training and streamline work flow, improve safety and teamwork. MSCS will gain the ability to offer online Extruder Operations training.  Contact: Katie Hardyman, MN State College Southeast, 651-764-0160 | | | |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Anoka-Ramsey Community College | Shippers Supply | $49,871 | Short Form |
| Shippers Supply, Inc. (SSI), located in Coon Rapids, is as a wholesale distributor of shipping, packing and facilities supplies; packaging solutions; equipment; and services for a wide variety of businesses and industries. A majority of SSI customers are Minnesota-based with SSI serving as an integral part of those companies supply chain system. Three prior MJSP Short Form grants, in partnership with Anoka-Ramsey Community College (ARCC), resulted in improvements in the areas of customer relationships, capacity, leadership and the expansion of their current workforce from 38 to 48 employees. Today, SSI is facing new challenges with increasing pressure from competitors and increasing demand from customers to show that SSI products and services provide superior value. In partnership with ARCC, SSI has identified training to equip all employees with the knowledge to organize and respond to the value expectations of their specific customers. All 48 current employees will receive training. Courses include: Intro to Value Propositions, Business Model Canvas, Creating Value Opportunity Profiles, Value Proposition Metrics, and Strategic Staff Alignment. The training is expected to greatly realign employee focus and enhance the value of SSI goods and services to customers. ARCC will gain new capacity by adding to its Value Proposition training portfolio, which could be relevant to other business.  Contact: Matthew Salo, Anoka-Ramsey Community College, 763-422-6116 | | | |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Anoka-Ramsey Community College | Toy-N-Around & ATventure | $49,909 | Short Form |
| This project involves two separate companies which act as brokers between product producers and retail sellers. Toy-N-Around (TNA), located in Eden Prairie, represents some of the best child toy manufacturers and helps sell their brands to large retailers such as Target. ATventure (AT), located in Minneapolis, brings together manufacturers and retailers for sporting goods, home products and electronics. Together, they employ 22 individuals with TNA planning to acquire two more companies which will add 19 new employees. Plans to expand and diversify are creating challenges that require workforce training in organizational and employee development. In cooperation with Anoka-Ramsey Community College (ARCC), they will develop three new courses: Team Traction Tools, Smartsheet Software, and Attention Management; and customize Organizational Culture for each company. A total of 41 employees (19 from the acquired companies), are expected to participate in all four courses via training methods that will be adjusted as needed due to COVID 19 restrictions. Training is expected to greatly enhance workforce effectiveness and morale, help to diversify business, and merge new operations to achieve their long range business plans. ARCC will add new capacity in the development of Traction Tools, Smartsheet, and Attention Management training.  Contact: Matthew Salo, Anoka-Ramsey Community College, 763-422-6116 | | | |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| MN State Community & Technical College | MAHUBE-OTWA Community Action Partnership | $42,864 | Short Form |
| MAHUBE-OTWA Community Action Partnership, located in Detroit Lakes, assists low income individuals and families to acquire useful skills and knowledge, gain access to new opportunities and achieve economic self-sufficiency. Services include: shelter and housing, employment assistance, family and senior programs, health, early learning, crisis intervention and policy advocacy. Since February 2019, MAHUBE-OTW and MN State Community and Technical College (M State) have collaborated on a MJSP grant providing employee leadership and teamwork training. Based on quantitative survey results and a follow-up focus group, they believe additional training would reinforce and strengthen team culture, collaboration and communication, as well as individual accountability. A two-track training plan includes one for leaders and the other for all 150 employees. Due to COVID 19 and the need for social distancing, all courses will be offered virtually using Zoom. The Leadership track will provide training to maximize engagement and productivity utilizing the full 34 Clifton Strengths. The Employee track will include: Excel, Outlook, Crucial Conversations and Clifton Strengths, Effective Teamwork, Professionalism in Written and Verbal Communication, Fostering an Inclusive Culture, SMART Goals and Holding Yourself Accountable, and Culture training. Enhanced employee skills and knowledge are expected to increase job satisfaction and decrease turnover across the organization. M State will gain capacity with the development of this training program which can be customized to other businesses.  Contact: Amy Hochgraber, MN State Community & Technical College, 218-846-3766 | | | |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Anoka-Ramsey Community College | Kraus-Anderson Construction | $345,484 | Partnership |
| Kraus-Anderson Construction (KA), is an integrated development, construction and real estate leasing and management enterprise that consistently ranks among the top 50 construction companies in the U.S. Headquartered in Minneapolis, KA has 560 employees in Minnesota at four locations (Minneapolis, Duluth, Rochester and Bemidji). KA also has a record of successfully recruiting/hiring minority populations. To ensure viability in the construction industry, KA needs to offer enhanced services which require the use of sophisticated technology, the latest management techniques and a highly trained workforce. Furthermore, the COVID-19 pandemic has provided an unexpected shock to the industry. As a result, KA has reexamined the way the company conducts its work. KA believes it must better prepare its workforce to respond and adjust to change, develop its leadership capabilities, multi-skill its workers with the latest technological advancements, increase ability to meet external regulatory requirements, and create avenues for employee advancement. In partnership with Anoka-Ramsey Community College, KA will work with ARCC to develop and deliver the training. Local educational institutions (i.e., Anoka Technical College, Rochester Community & Technical College, Bemidji State University) in the vicinity of KA offices will assist with the delivery of instruction. Training will be delivered utilizing virtual Immersive Telepresence Technology. New, customized and existing courses will focus on four primary areas: 1) Distributed Workforce Training (Synchronous Online Training, Microsoft 365 & Microsoft Teams Collaboration, Virtual Management, and Emergency Response Micro Burst Video Training); 2) Technical Training (Building Diagnostics, HoloLens Technology, 5D BIM Design, Trimble Modelogix, Indoor Air Quality IAQ, Intro to Mod7ular Systems); 3) Compliance & Certification Training (OSHA 30 Standards, Design-Build (DBIA), ASPE (Estimator), Building Information Modeling, ITC Infrared Thermography); and 4) Employee Advancement (Leadership Development Academy, Construction Support Specialist Academy, Field Management Academy). A total of 500 employees will receive training, selected from occupations across the company. Training will address an immediate need to prepare employees for unforeseen events in the future and increase their adaptability. The adoption of new technologies will increase productivity, performance and service and the newly created KA Academies will provide occupational advancement opportunities for employees. ARCC will increase capacity in distance learning and live online instruction, advanced software, and the operation and use of a variety of technologies.  Contact: Matthew Salo, Anoka-Ramsey Community College, 763-422-6116 | | | |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Anoka-Ramsey Community College | Short Elliott Hendrickson (SEH) | $300,000 | Partnership |
| Short Elliott Hendrickson (SEH), headquartered in St. Paul, is an employee-owned consulting engineering company that specializes in a variety of areas including civil engineering, architecture and building design, planning, wastewater treatment, environmental, and urban design. Over 450 SEH employees work out of ten office throughout Minnesota (Brainerd, Duluth, Grand Rapids, Hutchinson, Mankato, Minnetonka, Rochester, St. Cloud and Virginia). In today’s competitive environment, SEH must develop new market opportunities by further diversifying its client mix. Faced with severe market competition for key employee populations, retirements, changing technology and need for client diversity, SEH will partner with Anoka-Ramsey Community College (ARCC) to address skill shortages in key areas. A total of 455 employees will receive in three core areas, each with multiple instructional subjects: 1) Leadership Development (Team Leadership, Advanced Leadership, Leadership Presence; Understanding Financials, Developing & Implementing Strategic Plans, Change Management, Business Operations Presence), 2) Technology Training (Data Capture Software, Data Manipulation Software, Visualization Tools); and 3) Business Development (Basic Business Acumen for Employee Owners, Social Selling, Turning Leads into Sales, Negotiation Techniques, Closing the Sale, Pathways to Service Excellence). Training will be delivered by both ARCC and SEH instructors at company facilities. As a result of training, SEH will increase competency in vital technical skills within its workforce and provide growth opportunities for technical positions and employees interested in leadership roles. SEH is expected to be better able to adapt to changing market conditions, improve customer service and improve its competitiveness. ARCC will expand instructional capabilities which can be offered to other engineering consultant companies. The project will also provide an opportunity to customize several training modules that will be delivered using distance learning techniques.  Contact: Matthew Salo, Anoka-Ramsey Community College, 763-422-6116 | | | |
| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| MN State College Southeast | Acuity Brands Lighting, Bay State Milling, Behrens Manufacturing, Miller Ingenuity, RiverSide Electronics, Thern | $325,000 | Partnership |
| This project involves a partnership between Minnesota State College Southeast (MSCS) and six Winona area manufacturers - Acuity Brands Lighting, Bay State Milling, Behrens Manufacturing, Miller Ingenuity, RiverSide Electronics, and Thern, Inc. As technology continues to evolve, there is a critical need for skilled workers who can efficiently operate and maintain advanced technology and equipment. Challenged to find skilled workers, they want to provide training that will upgrade their current employees. A current MJSP project (awarded October 2019) between MSCS and another group of manufacturers, involved the development of an Introductory Mechatronics Certificate program. This project will focus on a new Advanced Mechatronics Certificate program. No other technical college offers a similar program in close proximity to MSCS. Nineteen employees, selected from the participating businesses, will complete the training that will position the businesses for success. In cooperation with subject matter experts from the businesses and industry, MSCS will develop the 22-credit Advanced Mechatronic Certificate. Courses include Basic Industrial Controls, Programmable Logic Controllers (PLC), Mechanical Power Transmission, Introduction to Hydraulics & Pneumatics, Advanced PLC Programming, Integrated Industrial Systems, Motors and Drives, and Process Control Systems. Training will be conducted on-site at MSCS via classroom and lab instruction and will utilize equipment purchased through this grant; equipment will be housed at the Winona campus. This training will allow the businesses to be on the cutting edge of new and expanding technology in the area of advanced mechatronics and is expected to result in reduced downtime and maintenance costs, and improved quality. Trainees will receive college credit and the potential to earn a 22-credit certificate. Increased employee skillsets will also lead to career advancement opportunities and higher wages. MSCS will expand their educational capacity with the addition of a new Advanced Mechatronics Certificate program that will continue to serve the region after the grant is complete.  Contact: Calli Ekblad, MN State College Southeast, 651-385-6320 | | | |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| MN State University-Mankato | Capstone | $186,000 | Partnership |
| Capstone is a trusted publisher of children’s books for libraries, classrooms and consumers. Headquartered in North Mankato, they also have an office in Edina with 229 employees companywide. In order to be sustainable in the long term, Capstone has continued to expand in the digital publishing space with products such as PebbleGo, a subscription curricular content hub designed for K-3 students. Within the next three years, Capstone hopes that digital sales will increase exponentially, surpassing revenues generated from print media. In order to succeed in new product development, Capstone requires training for their workforce that upskills employees and transitions them into new roles. Three areas hindering Capstone in their advancement into sustainability in a digital age are change management, diversity and cybersecurity. In a partnership with Minnesota State College, Mankato, training will be developed and delivered to 197 employees, including 25 anticipated new hires. New and customized curriculum includes: Readiness to Change Management, Digital Culture Seminar, Leadership, Diversity and Cybersecurity. Employees will receive digital badges or micro-credentials as a way to acknowledge achievement. Training will assist Capstone as they evolve into the digital market, provide employees with transferable skills that help keep talent in-house, save on recruitment and new employee orientation costs, and allow for advancement opportunities and wage increases. MSU, Mankato will gain capacity with the addition of new curriculum surrounding digital learning. Due to the COVID-19 pandemic, organizations have been forced to mold their operations into an online format. Digital training, specifically in cybersecurity, is anticipated to become an increasingly demanded training topic in the near future. Curriculum developed will be transferable to any organization looking to digitize their workforce.  Contact: Tammy Bohlke, MN State University-Mankato, 507-389-2572 | | | |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| MN State University-Mankato | Oak Terrace Senior Communities | $150,522 | Partnership |
| Oak Terrace Senior Communities is a Continuing Care Retirement Community which offers a wide range of care options that include independent living, assisted living, and memory and Alzheimer’s care. Headquartered in North Mankato, they also have two other facilities in Gaylord and LeSueur with 459 employees total. As more residents choose senior communities over nursing homes, staff require ongoing training in order to provide higher levels of care and meet the needs of their clients. This task can be difficult in an industry that has high turnover rates and staffing shortages. In-house trainers do not have expertise in the areas where training is needed. Minnesota State University-Mankato (MSU, Mankato) and Oak Terrace will work to develop and deliver training to 165 employees. Curriculum will include Leadership, Effective Communication, Supervision & Oversight of RNs/LPNs, Staff Engagement/Motivation, Human Resources Management, Basic Care Reminders, Wound Care, Dementia Care Simulation, and Hospice Care Simulation. Training will take place at all Oak Terrace locations as well as at MSU, Mankato’s Maverick Family Nursing Simulation Center (partially funded by a previous MJSP grant), that will provide state-of-the art simulation training for hands-on experiences. CEUs will be awarded. This training will enhance critical skills and knowledge of Oak Terrace employees who will be equipped to provide better care to their residents. Training is also expected to increase retention and decrease turnover. MSU, Mankato will benefit through their partnership with Oak Terrace, who have discussed providing internship opportunities for their nursing students.  Contact: Tammy Bohlke, MN State University-Mankato, 507-389-2572 | | | |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Hennepin Technical College | 401 Mfg., Andrew Tool, Brenk Brothers, Cass Precision Machining, Challenge Machine, CNH Machine, Command Tooling, Continental Engineering & Machining, Die Technology, Dynamic Group, Imagineering Machine, Jonaco Machine, Lake Engineering, Machining Technology, Mathias Die, MultiSource, NTM, Production Engineering Corp., Twin City EDM, UMC, ZTECH, RMS, | $277,632 | Partnership |
| This project involves HTC and 21 metro-area precision manufacturers (most, with 50 employees or less) and follows a Pre-Development project with Hennepin Technical College (HTC) that compiled feedback from the MN Precision Manufacturing Association (MPMA) and over 100 manufacturers to determine the training needs and challenges faced by manufacturers, and to review current training options. Faced with continued skilled labor shortages, there was consensus that the training and industry itself is not drawing the employees needed into precision manufacturing and employees’ skill levels are not progressing to the needed level fast enough. It was also determined that while training programs currently exist to provide either basic manufacturing skills or more in-depth two year programs, training is needed that is specifically geared towards precision manufacturing and allows workers to follow a progression that gets them to the skill level needed more quickly. A training model developed through this project that is specifically geared toward precision machining, using an apprenticeship model, will allow manufacturers to coordinate with workers to follow a progression that gets them to the skill level needed more quickly. Training will be comprised of one year of training at HTC combined with online skills development training using the Titans of CNC: Academy, both of which will be coordinated with on-the-job training at the manufacturer. Progress of the student will be tracked across all three facets and communicated between an employer mentor and the college instructor. This will set up a multiple year progression of an on-the-job apprenticeship at the employer. Key to this training is the involvement of the employer who will identify a mentor to oversee training and assist with future training. MPMA and a consultant from Vision One High Performance will work with the businesses to help identify a mentor and to help them develop an on-the-job apprenticeship structure. Training will take individuals with limited skillsets and experience and expedite their skills development through a four-phase project. Phase 1: Pre-Training includes an introduction to CNC Milling & Lathe Fundamentals, Basic Programming and Blueprint Reading through the on-line Titans of CNC: Academy. Phase 2: Intro to Machining includes hands-on machining instruction from HTC combined with on-line Titans of CNC instruction. Phase 3: Milling & Lathes is the longest phase consisting of about eight months of training. It includes training through HTC and Titans of CNC focusing on testing theories, practicing proper techniques and making parts. Phase 4: Employee Development prepares for an official “return to work” with training in Lean, Leadership and Automation. All phases include on-the-job/apprenticeship training. Academy graduates will be considered Apprentice Machinists and will continue with a multi-year training progression with continued support, oversight and structured training. Training will progress trainees from unskilled labor to apprentices to skilled workers, setting them on a multi-year skills progression with their employer at a much faster rate. Trainees will earn 32 credits at HTC and a certificate of completion from MPMA for the Academy that is recognized within the industry and will also move them toward completion of a full two-year program in machining. The model can be expanded to other manufacturers as well as many other technical colleges that MPMA partners with.  Contact: Matt Leaf, Hennepin Technical College, 952-995-1300 | | | |